

## POSITION DESCRIPTION

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Position:	Environmental Educator
Department:	Conservation
Salary Level:	I (General Staff)
Default Housing:	<i>Roofed-CHQ (Final housing assignments may differ based on availability)</i>
Reports To:	Associate Director of Conservation – Environmental Education
Desired Availability:	May 20 – August 22

### Philmont Standards

- Must be at least 18 years of age by start of employment (21+ requirement, if applicable, will be noted below)
- Must become a registered member of the Boy Scouts of America at the start of employment and subscribe to the Scout Oath, Scout Law, and Declaration of Religious Principles
- Must provide a complete and current BSA Annual Health and Medical Record to the Infirmary upon arrival including review of risk advisory and immunization requirements
- Must maintain a clean, well-groomed appearance and be willing to purchase required uniform parts to meet Philmont's uniform policy
- Must participate in designated staff training
- Must adhere to the policies and programs set forth by Philmont Scout Ranch management

### Position Overview

Environmental Educators are members of the Philmont team and are directly responsible to the ADC and Coordinator of Environmental Education. Environmental Educators will collaborate with STEM Educators and EE Leadership in designing and implementing Backcountry Environmental Education Programs (BEEP) and all Science, Technology, Engineering, and Math (STEM) education across the Ranch. Environmental Educators will enthusiastically portray all EE and STEM programs across the Ranch and its many departments to staff, visitors, and participants. Environmental Educators are also responsible for giving staff leadership to the Roving Outdoor Conservation School (ROCS) Trek and Trail Crew Trek (TCT), two individual trek programs offered through the Conservation Department.

### Primary Duties & Responsibilities

- Establish yourself as a leader within the Environmental Education Program, the Conservation Department, and Philmont Scout Ranch by setting an appropriate example for other staff and participants.
- Be constantly alert to the welfare and safety of scouts, advisors, coworkers, and any other visitors to the ranch. Demonstrate good situational awareness.
- Be an active participant during Conservation Training. Remain engaged, ask questions, and volunteer to help as needed.
- Under the guidance of the ADC-EE and EE Coordinator, establish a set of performance goals for the summer.
- Greet and prepare arriving ROCS and STEM crews for their trek. Guide them through Base Camp with stops at places such as Registration, Medical Recheck, Outfitting Services, and Dining Hall meals.

- Serve with a partner as an adult leader for ROCS and STEM Treks. This includes itinerary planning, logistical needs for buses and food, and resource drops for teaching lessons. All responsibility for trek planning and readiness is with Instructors assigned to each session. From the time crew youth are present in base camp to the time they check out and depart, educators will be adult leadership and know whereabouts of crew youth at all times.
- Conduct a shakedown of all personal and crew equipment to ensure the crew's readiness to hit the trail.
- Throughout your time with your crew, develop leadership skills in all participants.
- Consistently communicate with your partner to establish and maintain an equal distribution of worksite and trek responsibilities.
- While in the backcountry, educate the crew on topics such as navigation, hiking etiquette, campsite setup, personal sanitation practices, bear and wildlife procedures, cooking skills, Philmont history, backcountry time management, and general trek planning skills.
- Become an expert in safe and proper use of provided hand and power tools.
- Properly maintain your crew's tools and equipment to the standards of the Philmont Conservation Department and maintain a clean and organized tool cache.
- Maintain clean and organized campsites while deployed in the backcountry, following the procedures in the Ranger Field book and Conservation Department Manual.
- Become an expert in the projects you facilitate. Learn the science and engineering principles underlying your work and communicate them to others clearly.
- Know and teach the appropriate safety measures to your crew, including the use of personal protective equipment and safe working practices.
- While with your crew, pass on information about wilderness stewardship and outdoor ethics using the Philmont Wilderness Pledge as well as personal stories and insights.
- Be able to effectively facilitate discussions lessons of the ROCS and STEM Treks
- Debrief with Environmental Education Leadership after completion of each trek session.
- Complete all required paperwork and documentation in a timely fashion including but not limited to, commissary orders, worksite logs, and participant evaluations.
- Promote Conservation and Philmont individual treks throughout the summer.
- Complete other duties as assigned by direct supervisor or ranch management as required

### Desired Qualifications & Experience

- Previous work or volunteer experience in wildland conservation, trail construction, restoration, forestry, landscaping, or related fields is excellent preparation for the position
- Participating in one of the Philmont Conservation Department's individual treks (ROCS, OATC, TCT, STEM) is an excellent way for youth to gain this experience but is not required
- Staff will receive comprehensive job training upon arrival at Philmont

### Physical Requirements & Work Environment

- Must meet the BSA height/weight requirements
- Be able to hike up to 15 miles a day over rugged, mountainous terrain while carrying loads up to 60 pounds
- Be prepared to spend up to 21 consecutive nights per work hitch in undeveloped backcountry campsites
- Up to 90% of the workday could be spent standing, walking, bending, stooping, kneeling, or crouching
- Be capable and willing to work in all types of weather conditions at various locations

- Be prepared for strenuous workdays that include hiking and working on rough terrain, in all weather conditions, for 9-12 hours

### Additional Information

Training Opportunities: Environmental Educators complete specialized training in the policies and practices of Philmont Scout Ranch and the Environmental Education Programs. Topics include crew leadership, group discussion facilitation, trek planning, and program implementation. Environmental Educators also complete eight days of Conservation Department Training. Opportunities may arise throughout the summer for on-the-job training in chainsaw operation or other advanced skills.

It should be noted by applicants that Philmont Scout Ranch and the surrounding area are located in a rural ranching community within the high desert of the Sangre de Cristo mountains. Climate, culture, and the availability of resources may vary significantly than other communities. Amenities applicants are used to may not be available on the ranch or the surrounding area.

*Philmont and the Boy Scouts of America provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state, or local laws.*

*This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.*

**Updated:** 9/16/2022